



HUMAN RIGHTS AND LABOUR CONDITIONS POLICY

Policy

Name/Title of Policy

Human Rights and Labour Conditions Policy

Policy Owner

President and COO of FPI

Applies to

All FPI employees

Definitions and Abbreviations

SA 8000 – Social Accountability Standard

ILO – International Labour Organisation

UN – United Nations

COO – Chief Operating Officer

Policy Statement

As part of Future Pipe Industries GEI follows the published Business Ethics policy which declares the groups commitment to human rights and labour conditions as per the UN Universal Declaration of Human Rights and the Labour Standards of the International Labour Organisation (ILO).

We ensure all our policies and procedures are aligned with our declared commitment to the Social Accountability Standard 8000 (SA 8000)

We also operate within the local Labour and employment laws that protect workers and define working conditions.

In addition FPI explicitly declare that

We will not employ child labour i.e. workers under the legal minimum age for admission to work stipulated by the labour laws and we will operate in accordance with ILO conventions on the minimum age for admission to employment and on the banning of the worst forms of exploitation of child labour.

We will effectively communicate to personnel and other interested parties, actions to be taken for remediation of children found to be working in situations which fit the definition of child labour above, and shall provide adequate financial and other support to enable such children to attend and remain in school until no longer a child

In accordance with ILO Conventions on Forced Labour and the Abolition of Forced Labour, we will not make any use of forced labour, including prison or debt-bondage labour. We will not require the lodging of deposits or identity papers by employees

We will provide a safe and healthy work environment and take all reasonable steps to prevent death or injury to anyone on our sites. Safety equipment and regular training to all our workers on health and safety issues will be provided as per our Health and Safety policy.

We respect the principles of freedom of association and collective bargaining as defined in the ILO convention on the freedom of workers to collective bargaining and freedom to join relevant organisations and trade unions. We will also engage with our employees through an employee committee chaired by HR and have an employee relations policy which includes a grievance procedure

We will not tolerate sexual or racial harassment or bullying and we will not employ, or allow to be employed, any form of corporal punishment, physical coercion or verbal abuse. Any disciplinary matter will be dealt with through our published procedure

Working hours in our businesses, including rest days and holidays are informed by the relevant ILO conventions regarding working hours and overtime payments and on the prevailing national laws.

Wages paid for standard working hours meet local legally-mandated minimum wage levels. However, they must also be sufficient to meet the basic needs of workers and their families and as such we benchmark our wages and aim to pay at the mid-point.

Dormitory accommodation is provided to our workers where appropriate and we will ensure that this accommodation is of an acceptable standard of size and cleanliness; that it is appropriate to local customs and norms and that adequate facilities are provided in line with any local Labour laws.

Any grievances or Human Rights issues must be raised through the published route see local Employee Relations policy or the whistle blowing procedure outlined in the Business Ethics policy

We also expect our supply chain to follow our lead and declare their commitment and implementation of SA 8000 principles. See our sustainable procurement policy.

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15/5/ 2011